

**AIR BALLOON SURGERY
KENN ROAD
ST GEORGE
BRISTOL
BS5 7PD**

**Enquiries and Appointments (0117) 9099912
Fax (0117) 9086660
www.airballoonsurgery.co.uk**



Practice Profile

Maternity cover Associate (Salaried) GP

Partners

**Dr Simon Clausen
Dr Shivani Baynham**

Dr Philip Simmons

Dr Joanna Allerton

Associate GPs

**Dr Maeve Caviston Diffley
Dr Rosemary Quinn**

**Dr Elinor Gunning
Dr Clare Smith**

**Dr Sarah Kerr
Dr Sarah Sneller**

Practice Manager

Kate Francis BSc(Hons) DipIHSM

About the post

One of our Associate (Salaried) GPs is planning to start her maternity leave in mid-February 2025. We are looking to cover the five sessions per week, ideally from week commencing 24th February 2025, ideally working a full day on Fridays, and the other three sessions over Wednesday and Thursday, such as a full day on one day and a morning on the other.

We are a supportive, friendly, caring Practice which would be a great place to enhance your GP career.

This vacancy could suit newly qualified GPs looking for their first steps in General Practice, or more established GPs. We will support and develop GPs with our innovative induction programme, which includes protected weekly mentoring time.

We actively encourage colleagues to develop individual interests and value the importance of being inspired and enthused by our work. We are open to new ideas and ways of working.

Ensuring a healthy work-life balance is prominent in our decision making - we strive and continue to make adjustments to our working structure to ensure this. Your opinion and well-being matter.

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We operate a system of flexibility around how and where administration is performed. Remote working is an option some GPs choose in order to manage their clinical administration. All salaried GPs are linked to a partner for mentoring, are encouraged to engage with the practice's clinical education programme, and are supported in their own development needs.

There is a clinical team meeting each Thursday lunchtime and successful candidates would be welcome and encouraged to attend this where possible, either in person or virtually, even if this is not a normal working day. On call is shared across the medical team pro-rata. Urgent same day care is led by the on-call GP who has access to ring fenced services across the wider clinical team, which include GP, ANP, physiotherapist and urgent care nurse slots. Most home visits are now carried out by the ANP and physiotherapist.

Hours

We would welcome applications from GPs who are available to cover all or some of the maternity post-holder's current programme, for up to 12 months or for a shorter period, ideally from late February. We are aiming to cover all five of the maternity post-holder's sessions, ideally working full days on Wednesdays and Thursdays, and Friday mornings.

Pay and conditions

Pay is based on an annual sessional rate of £11,412 per session per year. For a five session GP, for example, this would equate to £57,062 gross basic pay per year, or £4,755 per calendar month. This practice also covers the cost of indemnity cover for any work which is not covered under the state-funded CNSGP indemnity scheme.

About us

We are a well established enterprising General Practice based in St George about three miles from the city centre in the East part of Bristol – recently named the happiest city in Britain! We feel we can offer a rewarding working life, with a large and lively team committed to providing excellent patient care but also with a firm commitment to personal and professional development. Our current GP complement consists of four partners and six associate (salaried) GPs.

The catchment area is fairly compact, covering St George and surrounding suburbs. The practice population is about 13,600. The majority of patients are in social classes three to five and there are many extended families on the register. More young professional patients are starting to move into the area, attracted by easy access to Bristol without central Bristol house prices. Unemployment is similar to the national average. There is a small but growing number of patients from ethnic minorities. Around 16% of patients are aged over sixty-five and 6% under 5 years old. Although reasonably close to the city centre, we do not have issues commonly associated with inner city areas although many of our patients have complex morbidity and social problems.

We have developed particular skills in providing general practice services to care and nursing homes and feel that we have effective and robust systems and processes to provide effective clinical services to these homes offering diverse patient care. We look after a 67-bed high dependency nursing home which is adjacent to the practice. We also care for the residents of a 40-bed unit for patients with dementia. We also have a number of other smaller residential units for people with Learning Difficulties. Our practice Pharmacy Technician shares the annual Learning Difficulties reviews with one of our HCA's.

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The practice is based in well designed, spacious, purpose-built premises with attractive consultation rooms and space for housing a full complement of employed and attached staff. There is also an attached community pharmacy.

We contract for all of the DES and LES services offered by the various contract providers. We generally perform well for all clinical areas and achieve all our targets.

We use Emis Web and Docman for managing clinical data. All IT is fully networked and clinical data is either electronically received and managed or scanned in and managed. We have a policy of electronically storing and sharing clinical and non-clinical information. We have a continuing programme of reducing paper. Electronic prescribing is well established and we also use text messaging for patients. We have recently digitalised all medical records.

We hold weekly clinical meetings, at which we discuss matters relating to the day-to-day organisation of services affecting the clinical team. A more formal clinical education meeting is held twice monthly. The programme includes case studies, SEA, clinical IT, invited speakers etc. The post holder would be expected to attend this meeting, as do the whole practice pharmacy team. This is an opportunity to team build, share issues and to personally grow and develop. The partners and practice manager also meet every week to discuss strategic and business matters.

The Team

We are a team who believe that a friendly and supportive working environment is vital. General practice can be a pressurised environment and we work hard to get the balance right between home and work life. We regularly meet both formally and informally. Once a week there is a formal clinical meeting and once a month we have a shared pizza lunch.

Our Administration team workstream most clinical documentation coming into the practice to code and manage this at source. We work to strict protocols to manage and develop this lead by one of the GP Partners. The aim is that the GP team are left with work that only a GP can action.

We have a large team of supporting staff employed by the practice, including a full complement of practice nurses, health care assistants, ANP, Physiotherapist, Care Navigators, IT and administrative support staff, as well as a Practice Manager, Assistant Practice Manager, Finance Officer and HR Manager.

District nurses, Health Visitors and Midwives are based at neighbouring surgeries, and we enjoy a close working relationship with them. Medical services are well supported by an extensive, well skilled and experienced nursing team.

Urgent care same day requests are first-line “triaged” by Care Navigators and are then entered onto our clinical phone triage list. This list is managed by the on-call GP and patients may then be managed by the Urgent Care Team or if routine, through more usual routine services. The Urgent Care Team includes specialist Urgent Care Nurses and a prescribing member of the pharmacy team.

Kate Francis, Practice Manager, takes a keen interest in wider primary care affairs and has numerous professional interests. She is currently a board member and Director for the local federation One Care.

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She is also on the Planned Care group – a subcommittee of the GPCB, working with the local secondary care hospital trusts to improve interface working across secondary care and primary care.

Quotes from Our Staff and Stakeholders

We have a reputation for being very friendly and supportive to those directly working in the practice and those we work with across the health and social services community.

Here are just a few

“Thank you for being such a friendly, welcoming, warm bunch of amazing people. I’ve never worked anywhere that has been as welcoming as you all are.....I don’t think any other team will really compare”

“This is the best place I have ever worked. You listened to my problems and sorted things out quickly”

“I feel truly honoured to say that I have thoroughly enjoyed my 14 years at the surgery, it has been such a lovely place to work”

“The team worked really hard and made all sorts of changes to the room to help us to make (patient x) as relaxed as possible when we brought him in” This from a local home for patients with Learning Difficulties.

Working at Scale- PCN

We are part of the FABB Primary Care network with 2 other practices, Fishponds Family Practice and Beechwood Surgery. We enjoy a productive working relationship and feel that being part of a small PCN brings considerable benefits.

The two Fishponds practices employ their own clinical practice pharmacists.

Innovation

OneCare is a Federation which represents and supports general practice across Bristol, South Gloucestershire and North Somerset. We were early members of One Care and Kate Francis worked part time for One Care, looking at innovation and development in general practice. We have taken part, as a practice, in pilot projects to explore different working practices. She is a Director on the One Care Board.

The practice has a strong interest in teaching. We are a GP Training Practice, supporting ST Trainees, and Foundation doctors, alongside a GP Retainer. Two GP Partners and an Associate GP are trainers. Two of our Partners are also GP Appraisers for NHS England.

Further Details

We would be delighted to speak with you prior to your application, and potential applicants are welcome to contact Miffy Saunders who will make arrangements at Myfanwy.saunders@nhs.net.

Applications and closing date

Applications, including a CV and covering letter, should be emailed to Miffy Saunders, HR Manager, at Myfanwy.saunders@nhs.net by the closing date of 09:00 am on Monday 13th January 2025.

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Interviews

We are planning to hold initial interviews on the morning of Thursday 16th January 2025, here at Air Balloon Surgery. Details to be arranged and confirmed with shortlisted applicants in due course.

Please also visit our website <http://www.airballoonsurgery.co.uk>

V1 December 2024

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